

Law Enforcement Managers (SCLEMA - 44)

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED



Memorandum of Understanding (MOU) Term	August 13, 2019 – July 2, 2023
Representation	Sonoma County Law Enforcement Managers Association
Health and Welfare	
Benefit Level	Fulltime (80 hours/1.0 FTE)
Medical	Semi-Monthly County Contribution Effective August 13, 2019 – May 31, 2020 \$350.00 Employee Only \$700.00 Employee +1 \$990.00 Employee +2 or more
Dental	\$59.92 – Semi-Monthly County Contribution Suspended till October 1, 2020 – Semi-Monthly Employee Contribution
Vision	County Paid (\$7.85 Semi-Monthly)
Basic Life Insurance – County Paid	2 times Annual Base Salary
Supplemental Life – Employee Paid	1, 2, 3, or 4 times Basic Life (\$500,000 maximum when combined with Basic Life)
Dependent Life – Employee Paid	\$5,000 per Eligible Dependent
Accidental Death & Dismemberment – County Paid	2 times Annual Base Salary
Leave Provisions	
Vacation	Accrue up to 5.64 - 10.08 hours based on years of service, not to exceed 500 hours
Holiday	12 holidays per year 1 Floating Holiday per year (no carryover or cash-out)
Sick	Accrue up to 3.68 hours
Paid Parental Leave	320 hours (subject to eligibility requirements)
Compassionate	Up to 3 days per eligible occurrence
Retirement - Pension	
Tier 1 - Safety (Retirement system membership on or before 12/31/2012; reciprocity provision may apply)	3% at 50
Tier 1 – Non-Safety (Retirement system membership on or before 12/31/2012; reciprocity provision may apply)	3% at 60
Tier 2 - Safety (Retirement system membership on or after 1/1/2013)	2% at 50; 2.7% at 57
Tier 2 – Non-Safety (Retirement system membership on or after 1/1/2013)	2% at 62; 2.5% at 67

In the case of conflict between the information presented in this summary and the current Memorandum of Understanding (MOU), the MOU determines the benefit. This document does not constitute a contract. Benefits are subject to change. For benefit details, please refer to the Salary Resolution or Memorandum of Understanding in effect for this employee group.

Revised: October 14, 2019

Retirement – Other	
401a Deferred Compensation	5% Base Salary + \$18.98 County Contribution Correctional Lieutenant and Sheriff Captain (Corrections) Only 6% Base Salary + \$18.98 County Contribution
457 - Voluntary Deferred Compensation	Employee Paid (optional)
Retiree Health Reimbursement Account (HRA) – Hired on or after January 1, 2009	\$2,400 Lump Sum Deposit upon meeting eligibility criteria; then up to \$46.40 each pay period thereafter + an additional \$25 per pay period
Retiree Health Reimbursement Account (HRA) – Hired prior to January 1, 2009 and retired on or after November 14, 2018	\$500 per month County contribution
Other Benefits	
Staff Development/Wellness Reimbursement	\$1,170 per fiscal year
Service Equipment Allowance	\$250 per fiscal year
Dependent Care Assistance Program (DCAP)	Employee Paid
Health Flexible Spending Account	Employee Paid
Employee Assistance Program (EAP)	County Paid
Long-Term Disability	PORAC plan through Association \$11.31 Employee Contribution

Semi-Monthly Medical Premium Out-of-Pocket Cost – Examples based on 2019/2020 medical plan premiums

Example #1: Employee elects Kaiser Permanente HMO with Employee Only coverage.

\$431.87 Premium
- \$350.00 County Contribution
\$81.87 Employee Semi-Monthly Out-of-Pocket Cost

Example #2: Employee elects Sutter Health Plus with Employee + 1 dependent coverage.

\$645.80 Premium
- \$645.80 County Contribution
\$0.00 Employee Semi-Monthly Out-of-Pocket Cost

Example #3: Employee elects Western Health Advantage with Employee + 2 or more coverage.

\$1,105.40 Premium
- \$990.00 County Contribution
\$115.40 Employee Semi-Monthly Out-of-Pocket Cost

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